

Elected City Attorney Salary Setting Survey (Office of the IBA, conducted July 9, 2007 - July 10, 2007)

City	Salary Setting Process
San Diego	The salary of the City Attorney shall be fixed by the Council and set forth in the annual appropriation ordinance, provided that the salary of the City Attorney may not be decreased during a term of office, but in no event shall said salary be less than \$15,000.00 per year. Charter §40.
Los Angeles	The City Attorney shall be paid a salary that is 20% more than that of a Council member. Council members are paid a salary equal the salary of Municipal Court Judges. Charter §218(a)(1)
Oakland	The salary of the elected City Attorney shall be set by the Council, which shall be not less than 70% nor more than 90% of the average salaries of City Attorneys of California cities within the three immediate higher and the three immediate lower cities in population to Oakland, and may not be reduced during the City Attorney's term of office, except as part of a general reduction of salaries of all officers and employees in the same amount or proportion. Charter §401(1).
Seattle	The elected City Attorney receives the annual cost-of-living increase approved by the City Council for most City employees. The 2007 COLA implemented 12/27/06 was 2.3% of the 2006 pay rate. The current one-step pay rate is \$62.59 per hr. We use 2088 to calculate the annual salary of \$130,688. The City Council must legislate any changes to this base rate. Per the Personnel Director of Classification and Compensation, Nancy Schaefer at Nancy.Schaefer@seattle.gov.
San Francisco	The City Attorney's salary is set by the Civil Service Commission. The Civil Service Commission shall conduct a survey of the offices of county counsel in the counties of Alameda, Contra Costa, Marin, San Mateo, and Santa Clara. The Commission shall then average the salaries for each of those offices to determine the base five-year salary for the City Attorney. If the average of these salaries is less the City Attorney's current salary, the City Attorney's current salary will become the base. This salary base shall apply from July 1, 2007 through July 30, 2012. Subsequent base five-year salary determinations shall apply to subsequent five year periods. The Commission shall annually adjust the salary to account for upward movement in the Consumer Price Index during the prior calendar year; provided, that whenever the upward movement in the CPI during the prior year exceeds 5%, the increase will be a maximum of 5%. Source: San Francisco Charter §A8409-1, Sandra Eng of the Civil Service Commission 415-252-3254. (This was amended November 2006 by Prop C)